

COLLECTIVE BARGAINING AGREEMENT

COVERING CALENDAR YEARS

1995,1996,1997 AND 1998

BETWEEN

JACKSON TOWNSHIP PBA LOCAL 168

AND

TOWNSHIP OF JACKSON

TABLE OF CONTENTS

ARTICLES		PAGE
I	PRAMBLE	1
II	RECOGNITION AND SCOPE	2
III	COLLECTIVE BARGAINING PROCEDURES	3
IV	DISCRIMINATION AND COERCION	4
V	SICK LEAVE	5-6
VI	MANAGEMENT RIGHTS	7
VII	HOURS	8
VIII	OVERTIME	9-10
IX	VACATIONS	11-13
X	PERSONAL DAYS	14
XI	BEREAVEMENT	15
XII	HOLIDAYS	16-17
XIII	HOSPITAL AND MEDICAL INSURANCE	18
XIV	CLOTHING AND MAINTENANCE ALLOWANCE	19
XV	PENSIONS	20
XVI	DISCHARGE AND SUSPENSIONS	21-22
XVII	PERSONNEL FILE	23
XVIII	WAGES	24-25
XIX	SPECIAL POLICE UTILIZATION	26
XX	LEGAL AID	27
XXI	UNION BUSINESS	28-29
XXII	COURT APPEARANCES	30
XXIII	MILEAGE ALLOWANCE	31
XXIV	GRIEVANCE PROCEDURE	32-33
XXV	PROMOTIONS	34
XXVI	SAVINGS CLAUSE	35
XXVII	COLLEGE CREDIT PROGRAM	36
XXVIII	REPRESENTATION FEE	37-38
XXIX	BILL OF RIGHTS	39-40
XXX	OUTSIDE EMPLOYMENT	41
XXXI	CHILDREN OF EMPLOYEE	42
XXXII	DURATION	43
XXXIII	COMPLETENESS OF AGREEMENT	44
	MEMORANDUM OF UNDERSTANDING	45

ARTICLE I

PREAMBLE

This AGREEMENT made this 21st day of November, 19 94, by and between the Township of Jackson in the County of Ocean, a Municipal Corporation of the State of New Jersey, hereinafter referred to as the "Employer" and Jackson Township Policemen's Benevolent Association, Local 168, hereinafter referred to as the "Union".

WITNESSETH

WHEREAS, it is the intent and purpose of the parties to promote and improve the harmonious and economic relations between the Employer and its employees and to establish a basic understanding relative to rates of pay, hours of work and other conditions of employment consistent with the law and established practices not modified by this agreement;

NOW THEREFORE, in consideration of these premises and mutual covenants herein contained, the parties hereto agree with each other with respect to the employees of the Employer recognize as being represented by the Union as follows:

ARTICLE II

RECOGNITION AND SCOPE OF AGREEMENT

Section 1. The employer hereby recognizes the Union as the sole and exclusive representative of all employees in the bargaining unit as defined in Article II, Section 2, herein, for the purpose of collective bargaining and all activities and processes relative thereto.

Section 2. The Bargaining Unit shall consist of all of the regular, full time police officers of the Police Department of Jackson Township now employed or hereafter employed; excluding Lieutenants, Captains and Director of Public Safety.

Section 3. This Agreement shall govern all wages, hours and other conditions of employment herein set forth.

Section 4. This Agreement shall be binding upon the parties hereto.

ARTICLE III

COLLECTIVE BARGAINING PROCEDURES

Section 1. Collective Bargaining with respect to rates of pay, hours of work or other conditions of employment shall be conducted by the duly authorized bargaining agent of each of the parties. Unless otherwise designated, the Governing Body of the Employer or its designee, excluding Superior Officers, and the President of the Union or his designee, shall be the respective bargaining agents for the parties.

a. It is agreed that the bargaining agent for the Township shall consist of, the Governing Body of the employer or their designee, excluding all Superior Officers within the Jackson Township Police Department.

Section 2. Collective Bargaining meetings shall be held at times and places mutually convenient at the request of either party in accordance with the applicable statutes of New Jersey and the Rules and Regulations of the Public Employees Relations Commission.

Section 3. Ordinarily not more than five (5) additional representatives of each party shall participate in Collective Bargaining meetings.

ARTICLE IV

DISCRIMINATION AND COERCION

Section 1. There shall be no discrimination, interference or coercion by the Employer or any of its agents against the employees represented by the Union because of membership or activity in the Union. the Union shall not intimidate or coerce employees into membership. Neither the Employer nor the Union shall discriminate against any employee because of race, creed, color, sex, national origin or political affiliation.

Section 2. Pursuant to Chapter 123, Public Law of 1974, the Township hereby agrees that every police officer shall have the right to freely organize, join and support the P.B.A. and its affiliates for the purpose of engaging in Collective Negotiations and other concerted P.B.A. activities. As a body exercising governmental power under the laws of the State of New Jersey, the Township undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any police officer the enjoyment of any rights conferred by Chapter 123, Public Law of 1974, of other laws of the State of New Jersey, or Constitution of the State of New Jersey, and the United States Constitution; that it shall not discriminate against any police officer with respect to hours, wages , work assignments or any terms or conditions of employment by reason of his membership in the P.B.A. and/or proceedings under this Agreement, or for action taken as a result of action on the part of the Township.

ARTICLE V

SICK LEAVE

Section 1. All permanent full-time employees covered by this agreement shall be granted unlimited sick leave with pay.

Section 2. All employees who shall be absent on sick leave for four (4) or more consecutive working days may be required to submit acceptable medical evidence substantiating the illness.

Section 3. An employee who has been absent on sick leave for periods totaling ten (10) working days in one calendar year, consisting of periods of less than four (4) days, shall, upon request, submit acceptable medical evidence for any additional sick leave in that year, unless such illness is of a chronic or recurring nature requiring continuing absences of less than four (4) days, in which case only one certificate shall be necessary for a period of six (6) months.

Section 4. The Director of Public Safety or his designee may require proof of illness of employees on sick leave whenever such requirement appears reasonable. Abuses of sick leave shall be cause for disciplinary action.

Section 5. At any time the Township requires an employee to be seen by a Physician, for the purpose of providing acceptable medical evidence, after having been absent on sick leave for periods totaling ten (10) working days, said employee shall be allowed to see the Physician of said employees choice.

Further, when the Township requires an employee to be seen by a Physician, the Township shall reimburse said employee for all costs borne by the employee, which were not paid by said employees health care coverage. The Township shall reimburse the employee for these costs within thirty (30) calendar days of the date of the submission of the bill to the Township.

Section 6. All permanently hired employees hired prior to January 1, 1995, shall maintain their accrued sick leave up to a maximum of 130 days.

At the termination of an employees career and in good standing the employee shall have paid to him/her at his/her present rate of pay at time of termination, all accrued sick leave up to a maximum of 130 days. Further, the employee may, at his/her option, receive payment for their accrued sick leave at any time prior to the termination of their career.

Should the employee opt to receive payment of his/her accrued sick leave prior to the termination of his/her career, said employee shall notify the Township in writing no later than November 1st. of each year. and the Township shall make payment to the employee within 30 days of the adoption of the following years budget.

However, if said employee chooses to wait until the termination of his/her career, said employee shall be paid a bonus of 10% of the total payment due the employee, in addition to the moneys received for the employees accrued sick leave.

Section 7. In the event of the death of any employee, permanently hired prior to January 1, 1995. the spouse or beneficiary of said employee shall receive the payment for accrued sick leave provided for in Section 6 of this article.

Section 8. In the event of a substantiated ON THE JOB illness or injury, the employee shall receive all benefits and wages for time lost from duty for a period not to exceed one (1) year from the date of the such illness or injury.

ARTICLE VI

MANAGEMENT RIGHTS

Section 1. The P.B.A. recognizes that there are certain functions, responsibilities and management rights exclusively reserved to the Employer. All of the rights, powers and authority possessed by the Employer prior to signing the of this Agreement are retained exclusively by the Employer subject only to such limitations as are specifically provided in this Agreement.

a. It shall be mutually agreed that the Township, as employer, and the P.B.A., as Employees, will abide by Title 11, Civil Service, of the Revised Statutes of New Jersey, and the Rules and Regulations of the Department of Personnel. No provision of this Agreement will in any way contravene the Authority and Responsibility of the Civil Service Commissioner.

b. The Employer shall have the right to determine all matters concerning the Management or Administration of the various Divisions of the Police Department, the right to direct the various Divisions, to hire and transfer employees, to combine and eliminate jobs and to determine the number of Employees needed for specific job assignments.

Section 2. Nothing in the Agreement shall interfere with the right of the Employer in accordance with applicable law, rules and regulations to:

a. Carry out the statutory mandate and goals assigned to a municipality utilizing personnel methods and means in the most appropriate and efficient manner possible.

b. Manage employees of the Employer, to hire, promote, transfer, assign or retain employees in positions within the Employer and in that regard to establish reasonable work rules in written form with copies and amendments thereto to be provided to employees.

c. Suspend, demote, reduce, discharge or take other appropriate disciplinary action against an employee for just cause or to layoff employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive; provided that reduction in work force level of certified personnel shall not be effected until non-certified personnel performing policy function are laid off; and provided further that seniority shall prevail at all times in the order of any lay-off and subsequent rehiring.

Section 3. The parties mutually recognize and agree to the applicability of N.J.S.A. 34:13A-5.3 to any terms and conditions of employment existing prior to the signing of this Agreement which are not specifically covered by this Agreement.

ARTICLE VII

HOURS

Section 1. The work day shall consist of not more than eight (8) consecutive hours, except as mutually agreed to by the parties. The work week shall consist of four (4) consecutive days with two (2) consecutive days off.

Section 2. The work day shall consist of not more than eight (8) consecutive hours, except as agreed to in Article VIII. This shall not preclude employees from being required to work additional hours should appropriate police authority deem an emergency to exist, where the assignment of extra man power would be essential for the safety and well being of Jackson Township and its residents. In any event, NO employee shall be required to work more than sixteen (16) consecutive hours. Any member required to work extra duty shall be entitled to time and one-half compensation, per Article VIII.

Section 3. It is agreed that any P.B.A. member, who is an active member of a Reserve or National Guard Unit, in any of the Armed Forces, shall be excused from his/her work assignment for the day or any day that he/she has a scheduled monthly training drill, during the Military Units training year.

Section 4. All employees assigned to Divisions in which the work week consists of five (5) consecutive working days on and two (2) consecutive days off, shall be entitled to four (4) unscheduled Regular Days Off (RDO) per year. These unscheduled Regular Days Off (RDO) shall not accumulate from one year to the next.

ARTICLE VIII

OVERTIME

Section 1. It is agreed that all overtime consisting of time and one-half shall be paid to all employees for hours worked in excess of the regular scheduled shift consisting of eight (8) consecutive hours, except as hereinafter set forth.

Section 2. Employees shall not be paid overtime hours unless such overtime is authorized by the Director of Public Safety or his designee.

Section 3. It is recognized that the employees may be required to report in advance of the tour starting time and for the purpose of report making at the end of a tour to remain at the termination of a tour. In accordance with this recognition no overtime shall be paid for a fifteen (15) minute period at the commencement of a tour of duty or for a fifteen (15) minute period at the termination of a tour. In the event an employee is required to report earlier, prior to commencement of a tour of duty, then the call-in section of the P.B.A. contract shall apply. If the employee remains beyond fifteen (15) minutes at the end of a tour, the employee shall be paid the overtime rate for all time worked in excess of the work day of eight (8) consecutive hours, excepted as otherwise provided.

a. It is agreed that when an employee remains beyond fifteen (15) minutes at the end of his/her tour of duty, the employee shall be paid one (1) hours pay and thereafter the employee shall be paid the overtime rate for the actual time worked in excess of the work day of eight (8) consecutive hours, except as otherwise provided.

Section 4. All current policies relative to overtime compensation shall remain in effect with the following exceptions:

a. Sergeants shall be paid at time and one-half for overtime. Sergeants when available, will be utilized to replace Sergeants. If no Sergeant is available, the Senior Patrolman on that shift shall replace the Sergeant at the Sergeant's base rate of pay.

b. Employees assigned to the Detective Division shall be paid at time and one-half for overtime.

Section 5. The following provisions shall govern "Call-In" and "Stand-By" time:

a. All employees shall be guaranteed a minimum of two (2) hours pay at double time when "called in for duty". for this purpose, "called in for duty" is defined as the summoning by notification of an off-duty employee to report for duty at a time other than his regularly scheduled shift.

b. All employees ordered to be on "stand-by" shall be compensated for a minimum of four(4) hours at his/her regular hourly rate of pay. For this section it is mutually agreed that "stand-by" is defined as an employee being required to leave word and/or a telephone number where he/she may be recalled during the 'stand-by" period.

Section 6. It is agreed that in cases of an employee pending disciplinary action and/or hearing during his/her off duty hours, the Township will make all reasonable attempts to schedule such action or hearing during a time period reasonably approximate to the employee's working shift.

Further, it is agreed that failure by the Township to notify an employee of cancellation of said scheduled action and/or hearing shall cause the employee to be compensated at the rate of time and one-half the employees hourly base rate of pay, for the employees time spent.

Section 7. It is agreed that all employees scheduled to participate in any training mandated by the Office of the Attorney General of the State of New Jersey, shall submit a training leave request for the scheduled mandated training and shall participate in that mandated training in lieu of the employees regularly scheduled work assignment.

Further, it is agreed that in cases of non-mandated training the employee shall submit a training leave request for the scheduled training and shall participate in that scheduled training in lieu of the employees regularly scheduled work assignment. It will be the employees option to either accept or not accept non-mandated training assignments and the change in working hours which attaches to the acceptance of the non-mandated training assignment.

For the purposes of this section, a training day is defined as the number of hours required to attend the specified training that has been scheduled, as well as any time which is spent traveling to and/or from the scheduled training site.

Section 8. If an employee is called in by a Superior Officer to write a report commonly known as and not limited to I.R.'s, Accident, Overtime, etc., when off duty, said employee shall be compensated in accordance with Article VIII, Section 5, Paragraph a.

Section 9. It is agreed by both parties that an employee may be ordered to report for duty on their day off, regardless of the type of leave. However, this request/order must come from the Director of Public Safety or his designee. If the employee is on his/her regular day off and is ordered to report for duty, he/she shall be compensated at one and one-half times his/her hourly rate of pay. If said employee is on a vacation day, comp time or earned vacation time, the same as above applies, except that his/her remaining vacation day, comp time or earned vacation time, shall be recredited to his/her time.

Section 10. At the end of an employee's career as a permanent member of the Jackson Township Police Department, the employee shall have the option to take off with pay, at the present rate of pay, any unused comp time he/she had accumulated. However, no additional time shall accrue during this period of time.

Section 11. Under the Fair Labor Standards Act, Section 778.105, it is agreed that once the beginning time of an employee's work week is established, it remains fixed regardless of schedule of hours worked by him/her. The beginning of the work week may be changed if the change is intended to be permanent and is not designed to evade the overtime requirement of this Article or the P.B.A. Contract. However, Article VII, Section 1, shall NOT be changed unless mutually agreed.

Section 12. It is agreed that if the present law now enforced (Garcia v. San Antonia) is overturned, changed or modified, then the employee shall have the option of receiving pay or earned vacation time for all hours worked in excess of his/her normal working hours.

Section 13. It is agreed that if an employee makes an arrest while he/she is off duty, he/she shall be paid the rate of pay as if it were a call-in, as applies under Article VIII, Section 5a of the P.B.A. Contract. All time thereafter shall be paid at the regular overtime rate as applies under the P.B.A. Contract.

ARTICLE IX

VACATIONS

Section 1. Each permanent, full-time employee who has had the length of continuous employment specified in the table following, shall be entitled to the working time shown, as a vacation with pay at his/her regular rate of pay.

Less than 1 year of service	1 day per month
1 year to less than 5 years	15 days
5 years to less than 10 years	20 days
10 years to less than 15 years	26 days
15 years or more	27 days

Vacation leave is to be credited automatically to each member on January 1st. of each year. Vacation leave credited on January 1st. is to be prorated in the event the 1st., 5th., 10th., or 15th anniversary of service falls during the calendar year.

Section 2. Eligibility for vacations shall be computed as of the first day of the month in which hired.

Section 3. With the exception of the first annual anniversary date, vacations may be scheduled at any time within the calendar year of an annual anniversary date, that is, they need not be deferred until the actual anniversary date. Vacations shall be taken within the year of entitlement except that if the first anniversary date occurs in December, the vacation to which entitled may be taken the following year but not consecutively with the vacation to which entitled for the second anniversary date. If resignation or termination of an employee occurs during the calendar year, unearned vacation days which have already been taken will be deducted from any final salary payment.

Section 4. It is agreed by both parties that P.B.A. members shall be required to pre-schedule vacation leave forty-eight (48) hours prior to the proposed vacation day.

- a. Selection of vacation shall be based on seniority and shall be regardless of shift.
- b. An employee shall be permitted to take up to four (4) consecutive weeks of vacation at one time if approved by the Director of Public Safety or his designee.
- c. Vacation leave shall not be unreasonably denied.

Section 5. Emergency Leave deducted from vacation leave may be approved by an employee's shift supervisor or Watch Commander in the event the Director of Public Safety is not available. The employee should state the reasons for said emergency request.

Section 6. In the event of the death of an employee, the spouse or beneficiary of such employee shall receive payment for accrued vacation leave provided for in this article

Section 7. At the termination of an employee's career and in good standing the employee shall have paid to him/her, at the employee's present rate of pay at time of termination, the full amount of any unused vacation time.

Section 8. Employees may utilize accrued vacation days, comp time, earned vacation time or holiday leave to take off on a holiday. Approval will not be unreasonably denied.

Section 9. Employees who have an illness or injury while on vacation may use their sick leave for the remainder of the illness or injury and have their vacation time adjusted, provided proper notice is given and a Physician's certificate is presented.

Section 10. Leave shall not be unreasonably denied to an employee due to another employee being on leave.

Section 11. Employees shall have the right to accrue unused annual vacation time, up to a maximum of one (1) year's entitlement in addition to the present years entitlement.

Section 12. An employee shall not be required to notify the Township or its representatives of his/her whereabouts while on vacation, earned vacation or comp-time, unless during a state of emergency as may be declared by the President of the United States, Governor of the State of New Jersey, or the Mayor of Jackson Township.

Section 13. In the event that any leave is denied for any reason, a copy of the denial slip shall be immediately forwarded to the employee requesting said leave with an explanation as to why leave was denied and the Superior denying same.

Section 14. It is agreed that when a employee requests a leave up to a maximum of five (5) days for an unforeseen situation or emergency, the Watch Commander of the tour of duty may grant the initial authorization. Any vacation requests above five (5) days must be approved by the Director of Public Safety or his designee.

Section 15. It is agreed that all employees shall be permitted to continue to take vacation days, comp days and earned vacation days at a rate of one (1) day at a time, two (2) days at a time, etc..

Further, it is agreed that an employee is permitted to take at any time a minimum of a four (4) hour block of vacation time, or one (1) hour, two (2) hours, or any amount of earned vacation time, sick leave, or comp time, during an eight (8) hour period of work, provided said leave will not knowingly generate overtime. However, Section 10 of Article IX also applies to this section.

Section 16. It shall be agreed that all P.B.A. members shall be notified in writing four (4) times per year as to the amount of time they have on the books for vacation leave, earned vacation leave and comp time. Notification shall be made by the end of each quarter of the year, the months of notification will be March, June, September, and January 1st of each calendar year. It is further agreed that if an employee does not notify his superior of any discrepancies in his/her quarterly report within thirty (30) days, management may assume the quarterly report is true and accurate as presented.

Section 17. No employee shall be permitted to approve his/her own leave.

Section 18. It shall be agreed that once a leave slip is approved or a leave slip for any part of a tour of duty is approved, it shall NOT be canceled or denied for any reason, unless an emergency is declared by the Director of Public Safety or his designee.

ARTICLE X

PERSONAL DAYS

Section 1. Each full-time employee shall be entitled to three (3) Personal Days during calendar years 1995 and 1996, and four (4) Personal Days during calendar years 1997 and 1998. Said Personal Days are not to be deducted from any other leave and are to be non-accruable from year to year.

ARTICLE XI

BEREAVEMENT LEAVE

Section 1. In the event of death in the employees Immediate Family, an employee shall be granted up to four (4) consecutive days of bereavement leave. This leave shall not be deducted from any other leave. Bereavement leave shall be granted as many times as may be necessary during any given calendar year.

Section 2. Term Immediate Family for the purpose of this section shall include the following: spouse, children, step-children, father, mother, brother, sister, sister-in-law, brother-in-law, grandparents, grandchildren, aunt and uncle of the employee or spouse.

Section 3. Two (2) additional days, if travel time is required, may be authorized by the Director of Public Safety or his designee.

ARTICLE XII

HOLIDAYS

Section 1. The following shall be recognized as holidays paid at eight (8) hours straight time under this Agreement. The holidays will be observed as follows:

Holiday:	1995	1996	1997	1998
New Years Day	01/01/95	01/01/96	01/01/97	01/01/98
Martin Luther King	01/15/95	01/15/96	01/15/97	01/15/98
Lincoln's Birthday	02/12/95	02/12/96	02/12/97	02/12/98
Washington's B'day	02/22/95	02/22/96	02/22/97	02/22/98
Good Friday	04/14/95	04/05/96	03/28/97	04/10/98
Easter Sunday	04/16/95	04/07/96	03/30/97	04/12/98
Memorial Day	05/30/95	05/30/96	05/30/97	05/30/98
July 4th	07/04/95	07/04/96	07/04/97	07/04/98
Labor Day	09/04/95	09/02/96	09/01/97	09/07/98
Columbus Day	10/12/95	10/12/96	10/12/97	10/12/98
Election Day	11/07/95	11/05/96	11/04/97	11/03/98
Veterans Day	11/11/95	11/11/96	11/11/97	11/11/98
Thanksgiving	11/23/95	11/28/96	11/27/97	11/26/98
Fri. after Thanksgiving	11/24/95	11/29/96	11/28/97	11/27/98
Christmas Day	12/25/95	12/25/96	12/25/97	12/25/98

Section 2. It is recognized by both parties that, due to departmental business, employees of the Police Department may have to work on designated holidays. Therefore, in lieu of the holiday itself, such employees shall receive compensation at time and one-half in accordance with his regular rate of pay and subject to the provisions of Article V herein. In the event any of the aforesaid allowed paid holidays falls on a non-duty day, said holiday shall be deemed to have fallen on a regular working day and straight time of eight (8) hours will be paid. The compensation for holiday pay shall be given no later than the first pay period in November of each calendar year. This payment will include those holidays accrued as of October 15 of each calendar year. The compensation for the balance of the holidays shall be paid no later than the second paycheck of the following year. Said payments shall be by separate check and not included in the regular payroll check.

Section 3. In the event an employee is ordered to work an additional eight (8) hour tour of duty, or any part thereof, on a holiday, said employee will enjoy overtime compensation at the holiday rate of pay.

Section 4. In the event the Township Committee grants an additional holiday to other Township employee's, the Police Department shall enjoy the same benefit.

ARTICLE XIII

HOSPITAL AND MEDICAL INSURANCE

Section 1. The current program for hospital and medical insurance shall be continued for all full-time employee's and their spouse and children.

Section 2. The employer shall continue to provide dental service insurance to all employees at no cost to them. Said plan shall be the New Jersey Dental Plan, Inc., or its equivalent. Said plan shall cover all full-time employee's as well as their spouse and children.

Section 3. The employer shall provide each employee optical plan coverage for all employees at no cost to them on the condition that each employee must submit to an eye examination once every twelve (12) months. Said optical plan shall be the Travelers Vision Care Expense Benefit Plan, submitted during negotiations or its equivalent.

Section 4. The employer shall provide full-family prescription plan coverage to all employees at no cost to them. Said prescription plan shall be the Union Prescription Service Plan submitted during negotiations or its equivalent.

ARTICLE XIV

CLOTHING AND MAINTENANCE ALLOWANCE

Section 1. A clothing and maintenance allowance shall be paid each employee covered by this Agreement commencing with the 1995 contract year and for each year thereafter.

The amount to be paid each employee for each year of this Agreement is as follows: For contract year 1995, \$1,150.00; for contract year 1996, \$1,175.00; for contract years 1997 and 1998, \$1,200.00.

Payment for this entitlement will be made on the first pay period of May of each calendar year covered by this agreement. For the purpose of income tax reporting, said entitlement will be included in the employees W-2 Form.

Section 2. In the 20th year of an employees participation in the Police and Firemen's Retirement System, he will notify the Township of his Senior Police Officers Status, at which time the employee shall be compensated the amount specified for each calendar years clothing and maintenance allowance over their annual base salary.

Section 3. All newly appointed Police Officers shall receive at no cost to him/her the below listed clothing and equipment, plus any and all equipment that may be required to attend the Police Academy.

- a. (4) Long Sleeve Shirts
- b. (4) Short Sleeve Shirts
- c. (4) Pair of Knit Pants
- d. (2) Ties & (1) Tie Bar
- e. (1) Raincoat & (1) Pair of Rain Boots
- f. (1) Hat Cover
- g. (1) Whistle Set
- h. (1) Pair of Handcuffs & Handcuff Case
- i. (1) Sam Brown Belt w/Shoulder Strap
- j. (1) Holster For Duty Weapon
- k. (1) Pair of Duty Boots & (1) Pair of Low Quarter Shoes
- l. (1) Duty Hat
- m. (1) Leather Coat
- n. (1) Flashlight
- o. (1) Nightstick or (1) PR-24 w/ Holder
- p. (1) Duty Belt
- q. (1) Key Ring

ARTICLE XV

PENSIONS

Section 1. The employer shall, with contributions as heretofore, provide pension and retirement benefits to employees covered by this Agreement under the Police and Firemen's Retirement System, pursuant to provisions of the statutes and laws of the State of New Jersey.

ARTICLE XVI

DISCHARGE AND SUSPENSIONS

Section 1. No employee shall be disciplined or discharged without just cause. An employee who has been disciplined or discharged may grieve such action in accordance with the provisions set forth in Article XXIV, Grievance Procedures, or in accordance with applicable Civil Service rules and regulations and state statutes. In addition, the provisions of N.J.S.A. 40A:14-147 and Ordinance No. 2186 shall apply to such discharge and disciplinary action.

Section 2. In the event an employee is found guilty of any violation of rules and regulations and a fine or suspension is given to said employee, there shall be no enforcement of said fine or suspension until the employee has exhausted all means of the Township's appeal process.

Section 3. It is agreed by both parties that when a hearing is held on an disciplinary action and a determination is made that the employee is found guilty and said employee files an appeal and said appeal is heard before the Township Committee or its representatives, a determination shall be made within thirty (30) calendar days after said appeal hearing. If no determination has been made, the charges and specifications shall be dismissed.

Section 4. If an employee is suspended, he/she shall not lose, during such period of suspension, any medical benefits to which he/she would be entitled if on active duty. Such benefits shall include, but not be limited to, Health Insurance, Dental Insurance, etc. However, if the suspension is for thirty-one (31) days or more days, then the employee shall lose all benefits for the period of such suspension.

Section 5. If an employee is suspended, he/she shall not lose any holiday pay benefits if said employee is made to take a suspension during such time a holiday is recognized in this Agreement, in accordance with Article XII. However, if the suspension is for thirty (30) days or more, then said member shall lose that benefit for the period of such suspension.

Section 6. It is agreed by both parties that when an employee is found guilty of any disciplinary actions, then said employee, upon notification of said findings will have ten (10) working days to appeal said findings to the proper authority.

Section 7. It is agreed that when an employee is charged for any disciplinary actions and said member is represented by the P.B.A., the P.B.A. will have the right to file a motion of discovery on behalf of the employee charged. Upon such notice, any and all documents and evidence that are going to be presented on behalf of the charging party or parties will be sent to the P.B.A. President or his designee within ten (10) working days of said request.

a. No hearing will be held within less than ten (10) working days from the date the P.B.A. President or his designee receives said documents and evidence.

b. No hearing will be scheduled or heard unless, said documents or evidence is received by the P.B.A. President or his designee in accordance with the above section.

c. No new evidence will be presented at any hearing or appeal unless the employee and the P.B.A. President or his designee, first have an opportunity to review same, in accordance with this Article of the P.B.A. Contract.

ARTICLE XVII

PERSONNEL FILE

Section 1. A separate personal history file shall be established and maintained for each employee covered by this Agreement; personal history files are confidential records and shall be maintained in the office of the Director of Public Safety and Municipal Administrator. No other file, document or dossier of personnel records will be maintained except as agreed.

Section 2. No detrimental document or report shall be placed in the employees personnel file or otherwise acted upon without prior conference with the employee. The employee shall acknowledge that he has had the opportunity to review such material by affixing his/her signature to the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written answer to such material and his answer shall be reviewed by the Director of Public Safety or his designee and attached to the file copy.

Section 3. Any officer shall have the right to inspect his complete personnel file upon reasonable notice and at reasonable times upon request. A representative of the P.B.A. may be present when requested by the employee concerned. An employee shall have the right to review the contents of his/her personnel file and to indicate those documents which he/she believes to be obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the Director of Public Safety or his designee and shall be destroyed if deemed inappropriate.

ARTICLE XVIII

WAGES

Section 1. The annual base salary for each of the Classifications shown for the calendar years 1995, 1996, 1997 and 1998 are as follows:

Classification	1995	1996	1997	1998
Sergeant 14% Above P.O. Max	N/A	N/A	\$70,574.00	\$74,314.00
Sergeant 13% Above P.O. Max	N/A	\$66,245.00	N/A	N/A
Sergeant 12% Above P.O. Max	\$62,119.00	N/A	N/A	N/A
Detective Sgt. (Added to Base)	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Traffic Safety Sgt. (Added to Base)	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Detective P.O. + \$1,000.00 (Added to Base)	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Traffic Safety P.O. + \$1,000.00 (Added to Base)	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Police Officer (Max) Max 1995/1996 7th Anniv. 1997/1998	\$55,463.00	\$58,624.00	\$61,907.00	\$65,188.00
Police Officer (95%) 5th Anniv. 1995/1996 6th Anniv. 1997/1998	\$52,690.00	\$55,693.00	\$58,812.00	\$61,929.00
Police Officer (85%) 4th Anniv. 1995/1996 5th Anniv. 1997/1998	\$47,144.00	\$49,830.00	\$52,621.00	\$55,410.00
Police Officer (75%) 3rd Anniv. 1995/1996 4th Anniv. 1997/1998	\$41,597.00	\$43,968.00	\$46,430.00	\$48,891.00
Police Officer (65%) 2nd Anniv. 1995/1996 3rd. Anniv. 1997/1998	\$36,051.00	\$38,106.00	\$40,240.00	\$42,372.00
Police Officer (55%) 1st Anniv. 1995/1996 2nd. Anniv. 1997/1998	\$30,505.00	\$32,243.00	\$34,049.00	\$35,853.00

Police Officer (50%) 1st Anniv. 1997/1998	N/A	N/A	\$30,594.00	\$32,594.00
Police Officer (Entry Level)	\$28,805.00	\$28,805.00	\$28,805.00	\$28,805.00

a. It is agreed that all full-time employees will receive salary increases based upon the number of steps dictated by the salary guideline of the calendar year in which the employee was hired.

b. All increases for Police Officer, including those assigned to the Detective Division, shall be effective on their respective anniversary dates.

c. An employee temporarily assigned to the duties of a higher rank shall receive the minimum pay of the higher rank for the period of service. "Temporarily Assigned" for the purpose of this section is defined as eight (8) or more consecutive hours or one or more consecutive eight (8) hour shifts, as approved and authorized by the Director of Public Safety or his designee.

Section 2. In addition to the above annual base salary, there shall be paid to each qualified employee as additional salary a longevity increment of two (2%) percent of his base pay after his first six (6) years of service and an additional one (1%) percent of his base pay for each additional two (2) years of service up to a maximum of ten (10%) percent longevity.

Section 3. It is agreed that beginning January 1, 1995 and thereafter, all employees hired by the Township of Jackson shall be paid only their base rate of pay. No employee hired after January 1, 1995 shall be entitled to or receive longevity pay. All employees hired prior to January 1, 1995, shall continue to receive all longevity benefits as outlined in Section 2 of this Article.

Section 4. It is agreed that no employee shall hold two (2) job classifications. For example, Sergeant assigned to Patrol Division and doing Juvenile Division work and receiving the stipend pay for Detective Division. But not limited to the above. Once an employee is assigned to a Division, he/she will not receive any wage differential for another division.

Section 5. It is agreed that if a Police Officer is assigned to the Detective Bureau or to the Traffic Safety Bureau, for a period longer than eight (8) consecutive hours, he/she will be compensated at a prorated scale for the respective Bureau assigned.

ARTICLE XIX

SPECIAL POLICE UTILIZATION

The employer agrees that Special Police Officers shall not be used in violation of the New Jersey statutes or Civil Service Regulations.

ARTICLE XX

LEGAL AID

Section 1. As per N.J.S.A. 40A:14-155, the Employer agrees to provide legal aid to all employees in suits or other legal proceedings against them arising from incidents in the line of duty. The Employer reserves the right to approve or reject any request by an employee or assume responsibility for payment of the services of whatever member of the New Jersey Bar is contracted to defend that employee, unless it is first given the opportunity to determine that said payment of service is reasonable. However, it is mutually agreed that said employee shall have the choice of his/her representation.

a. This clause shall not be applicable to any disciplinary or criminal proceeding instituted against any employee by the Employer.

b. Where a criminal or disorderly persons complaint is filed against an employee who is found to be not guilty or the complaint is otherwise dismissed, the Employer shall act to expunge the arrest record of the employee.

Section 2. It is agreed that when a criminal or disorderly persons complaint is filed against any employee while he/she is acting in the performance of their duties, the Township agrees to pay said employee's legal fees as outlined below.

a. Non-indictable offenses: \$400.00 dollars maximum for each Municipal Court appearance plus \$100.00 dollars per hour for a maximum of eight (8) hours legal research, preparation, interviews, etc.

b. Indictable offenses: \$400.00 dollars maximum for each Municipal Court appearance; \$800.00 dollars per day for each day of trial; \$100.00 dollars per hour for each hour of legal research, preparation, interviews, etc., for up to twenty (20) hours maximum. Time spent in excess of the twenty (20) hours may be permitted depending upon the type of case and the character of the legal research and other preparation necessary for such a case.

c. Legal fees which exceed the above limitations will not be assumed by the Township of Jackson and will be the responsibility of the individual employee.

ARTICLE XXI

UNION BUSINESS

Section 1. The President or his designee, shall be excused from his/her work assignment and shall be granted time off to attend any union business that requires Union Representation, provided, however, that prior to the time of absence from his/her work assignment, the President or designee notifies either the Director of Public Safety or the Watch Commander of that tour of duty, and provided further that such time is limited to an aggregate of sixteen (16) hours per month, non cumulative.

Section 2. During annual contract negotiations, the P.B.A. President, State Delegate and negotiating team of the P.B.A. bargaining unit (not to exceed five (5) members) shall be excused from their work assignment for the day whenever the P.B.A. President and State Delegate have to meet with said members of the P.B.A. bargaining unit. This time shall not be deducted from any other leave, such as P.B.A., vacation, comp, earned vacation, etc. Discretion should be used by P.B.A. members to avoid generating overtime situations. However, not more than two (2) negotiating team members per shift shall be granted time off.

Section 3. The P.B.A. shall have the right to use the intra-Township mail facilities as it deems necessary and without approval of the Administrator or Management personnel.

Section 4. The Township agrees to grant the necessary time off without loss of pay or compensatory time to the President of the local and such other members of the P.B.A. selected as delegates to attend any State or National Convention of the New Jersey Policemen's Benevolent Association, as provided under N.J.S.A. 11:26C-4.

Section 5. The Township agrees to excuse from his/her work assignment for the day the State Delegate, or his/her alternate to attend the regular monthly meetings of the State P.B.A., and the County Conference of Delegates (not to exceed two (2) per year), without loss of pay or compensatory time.

Section 6. The Township shall permit member of the P.B.A. Grievance Committee (not to exceed three (3) members), to confer with employees, and at mutually agreeable times, management on specific grievances during the duty hours of the members without loss of pay or compensatory time.

Section 7. Subject to availability and to adherence to the same procedural requirements established by the Township for the use of its facilities by other non-municipal groups, the P.B.A. shall have the right to conduct meetings at reasonable times on Municipal premises.

Section 8. In the event of a death of a Police Officer slain in the line of duty, from another Police Department, whether local or out of state, the President and State Delegate of the P.B.A. or if they are unavailable, two (2) other P.B.A. members, shall be excused from their work assignments for the day to attend said funeral. Such funeral leave is to be granted as many times as may be necessary during any given year. Such funeral leave is not to be deducted from any other leave. A marked patrol unit shall be provided, if available, for travel within a 200 mile radius. Discretion should be used by P.B.A. members to avoid overtime situations.

Section 9. No P.B.A. Leave shall be denied for any reason to any P.B.A. Officer or their designee as applies under Article XXI, Union Business, when requesting such leave to represent the P.B.A., or when conducting Union Business.

Section 10. It is further agreed that when the P.B.A. President or another P.B.A. member is acting in the capacity of the President, when submitting leave slips for P.B.A. leave, it is understood that the nature of the P.B.A. business is confidential and shall not be disclosed, nor shall it be entered on a leave request or time sheet while utilizing the sixteen (16) hours per month granted under this Article.

Section 11. It shall be agreed that the P.B.A. President or his designee, shall be permitted to bring to the Director of Public Safety any matters deemed by the P.B.A. President to be of such importance that requires review by the Director of Public Safety.

Section 12. The Township agrees to excuse from his/her work assignment for the day, the P.B.A. President or designee, to attend the regular monthly meeting of the P.B.A. Local 168. This time/leave shall not be deducted from any other leave.

Section 13. It shall be agreed that the P.B.A. President, or his designee, shall not be required to use P.B.A. time as outlined in Article XXI, Section 1, or any other time while on duty to attend any hearings, interrogations or interviews that require P.B.A. representation, or when the Township or its representatives request a meeting with the Union.

Section 14. It is agreed that there shall not be any mutual agreements between the Township or its representatives and individual members of the P.B.A., pertaining to any Article and/or Section of the this Agreement (the P.B.A. Contract). Mutual agreements can only be authorized by the P.B.A. President or his designee.

Section 15. It is agreed that if a member who is assigned to the 12 AM - 8 AM shift, and acts in the capacity of a Union representative, as outlined in this Article, but no limited to this Article, and said member attends a funeral for a slain police officer, said member will be excused from his/her next consecutive days duty assignment.

ARTICLE XXII

COURT APPEARANCES

Section 1. Employees shall be compensated at a rate of time and one-half his/her regular rate of pay for actual time worked in Jackson Municipal Court. Employees are, however, guaranteed a minimum of four (4) hours pay at his/her regular straight time.

Section 2. Employees shall be paid at time and one-half with a guarantee of four (4) hours for appearance in all other courts, but only if the appearance arises when the employee is scheduled to be off duty. On-duty appearances are part of any employee's regular duties.

Section 3. The employee shall have the option of receiving his/her straight time compensation in pay or applying it to his/her earned vacation or compensatory time.

Section 4. Employees shall be paid time and one-half his/her regular rate of pay for all appearances in any P.E.R.C. hearings or Arbitration Hearings, whether or not said employee is testifying on behalf of the P.B.A. or the Township of Jackson. This shall only apply to those employees who are off duty at the time of said occurrences, in accordance with standard operating procedures.

Section 5. Employees who have been subpoenaed and subject to offer testimony in a pending Superior Court proceeding, though an appearance is not immediately required, will receive compensation at the rate of four hours per day until no longer required by said Court.

ARTICLE XXIII

MILEAGE ALLOWANCE

Members are to be compensated at \$.18 per mile or the maximum rate allowed all other municipal employees (whichever is higher) if a municipal car is not available and the employees personal car must be used for any official business.

ARTICLE XXIV

GRIEVANCE PROCEDURE

Section 1. Definition: A grievance within the meaning of this Agreement shall be a controversy or dispute arising between the parties hereto, involving the interpretation of this Agreement.

Section 2. Verbal Grievance

a. Whenever an employee has a grievance, he/she and the P.B.A. President or designee shall first present said grievance verbally to the employee's supervisor to arrange a mutually satisfactory settlement of the grievance. Failing an immediate resolution of the grievance, the supervisor will have five (5) working days to provide a response to the employee regarding said grievance.

b. When an employee is informed by his/her supervisor that the supervisor is unable to resolve said grievance, the employee shall provide a written grievance to the next higher authority, in accordance with Section 3 of this Article.

c. An employee having a grievance shall present said grievance to management within ten (10) working days of the occurrence; otherwise, said grievance shall be considered null and void.

d. The P.B.A. reserves the right within ten (10) working days to grieve any violations of this Agreement when said violation comes to the attention of the P.B.A.

Section 3. Formal Written Grievance

a. If an employee's complaint is not satisfactorily settled by his/her supervisor, in accordance with Section 2, the employee and the P.B.A. President or designee shall prepare the grievance in writing, in duplicate. The grievance shall set forth the facts and circumstances of the alleged violation. A copy shall be provided the Director of Public Safety and a copy provided the employee's supervisor who first received said grievance.

b. The supervisor will have five (5) working days to submit to the Director of Public Safety a written report setting forth the facts and events leading to the oral grievance and the action taken in response to said grievance.

c. Upon the Director of Public Safety's receipt of the Supervisor's report, the employee and the P.B.A. President or designee shall meet with the Director to resolve said grievance. Failing a solution within five (5) working days, the Director of Public Safety will prepare a report of said grievance for review by the Municipal Administrator.

d. The Municipal Administrator will have five (5) working days to consider said grievance. Failing to resolve said grievance, the Business Administrator will prepare a report to the Township Committee. The Township Committee will have fourteen (14) working days to act upon said grievance.

e. Since it is intended that most, if not all, grievances can and should be settled without the necessity of reference to the Committee, no grievance will be heard or considered by the Committee in violation of the aforementioned procedure.

f. The Employer agrees that where a grievance arises involving interpretation or application of any provisions of this Agreement, and the Township Committee and the employee are unable to reach a mutually satisfactory settlement within ten (10) working days, the grievance may be submitted to arbitration to the Public Employees Relation Commission (PERC) within twenty (20) working days after final solution of the Township Committee. Said arbitration shall be governed by the Rules and Regulations of the Public Employees Relations Commission.

g. Any award by the Arbitrator shall be binding upon the parties. The Arbitrator's fee and expenses, if any, shall be borne jointly by the Employer and the Union. Preparation and presentation shall be borne separately by each party.

h. All relevant papers and documents relating to a grievance and its disposition will be placed in the employees personnel file.

i. It is the intention of the parties to settle all differences between the Employer and Union through grievance procedures in accordance with the provisions of this Agreement. therefore, the Employer agrees that it will not lockout its employees and the Union agrees that it will not sanction, nor will its members engage in a strike, slow down or work stoppage during the life of this Agreement.

j. It is expressly agreed between the parties hereto that aforesaid grievance procedure and arbitration procedure shall not be applicable to provisions of Article XVI, Discharge and Suspensions, of this Agreement, except as may otherwise be provided. In the event of a layoff or demotion in lieu of layoff, an employee's sole remedy shall be the procedure established by the Civil Service Commission. In the event of a suspension, fine, demotion or termination, an employee may elect to follow either the contractual grievance procedure or an appeal under Civil Service.

ARTICLE XXV

PROMOTIONS

The employer shall take all necessary actions to have current promotional lists maintained for all ranks.

ARTICLE XXVI

SAVINGS CLAUSE

Section 1. It is understood and agreed that if any provisions of this Agreement or the application of this Agreement to any person or circumstance shall be held invalid, the remainder of this Agreement or the application of such provision to other persons or circumstances shall not be effected thereby.

Section 2. All current policies not covered in this Agreement shall remain in full force, subject to Article VI.

Section 3. If any provisions of this Agreement are believed invalid, or the Employer seeks to Scope the contents of this Agreement with the Public Employees Relations Commission, the Employer will meet with the Union for the purposes of re-negotiating those provisions in dispute.

ARTICLE XXVII

COLLEGE CREDIT PROGRAM

Section 1. Existing College Credit Program

a. All employees who have previously taken college courses and all employees who enroll in a college course by the second semester of the 1981-1982 school year, shall be considered permanently enrolled in the College Credit Program and eligible for all benefits derived from it as those benefits have been applied under the 1979-1980 Collective Bargaining Agreement.

b. Any employee holding a recognized Associate Degree shall be compensated an additional \$700.00 over their annual base salary.

c. Any employee holding a recognized Bachelor's Degree shall be compensated an additional \$1,350.00 over their annual base salary.

d. Any employee holding a recognized Master's Degree shall be compensated an additional \$1,550.00 over their annual base salary.

e. It is understood and agreed that the holding of a higher degree eliminates any additional compensation for the lower degree.

f. Tuition and text books will be paid for by the Township upon successful completion of a "C" grade or higher in any course related to Police Science. Employees are responsible for supplying receipts for verification of purchase of tuition.

Section 2. Subsequent College Credit Program

a. Thereafter, employees entering the College Credit Program for the first time subsequent to the second semester of the 1981-1982 school year, shall be entitled to additional compensation as follows:

(1) Any employee who earns a recognized Associates Degree shall receive a one time stipend payment in the amount of \$700.00 dollars.

(2) Any employee who earns a recognized Bachelor's Degree shall receive a one time stipend payment in the amount of \$1,350.00 dollars.

(3) Any employee who earns a recognized Master's Degree shall receive a one time stipend payment in the amount of \$1,550.00 dollars.

b. The granting of the one time stipend payment for the lower level (A.A. Degree) shall not preclude the payment of a one time stipend at each of the higher levels.

c. Tuition and books will be paid for by the Township upon successful completion of a "C" grade or higher in any course related to Police Science. Employees are responsible for supplying receipts for verification of purchase of tuition.

ARTICLE XXVIII

REPRESENTATION FEE

Section 1. If an employee does not become a member of the P.B.A. during any membership year (i.e. from January 1 to the following December 31) covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the P.B.A. for the membership year. This fee shall be the maximum allowed by law.

Section 2. Procedure

a. Notification: Prior to March 1, of each year, the P.B.A. will submit to the Township a list of those employees who have neither become members of the P.B.A. for the then current membership year nor paid directly to the P.B.A., the full amount of the representation fee for that membership year. The Township will deduct from the salaries of such employees in accordance with Paragraph b. below, the full amount of the representation fee and promptly will transmit the amount so deducted to the P.B.A.

b. Payroll Deduction Schedule: The Township will deduct the representation fee in equal installments, as nearly as possible from the paychecks paid to each employee on the aforesaid list during the remainder of the membership year in question. The deduction will begin with the first paycheck paid.

(1) Ten (10) working days after receipt of the aforesaid list by the Township: or

(2) Thirty (30) working days after the employee begins his/her employment in a bargaining unit position.

Section 3. Termination: If an employee who is required to pay a representation fee terminates his/her employment with the Township before the P.B.A. has received the full amount of the representation fee to which it is entitled under this Article, the Township will deduct the unpaid portion of the fee from the last paycheck to said employee during the membership year in question.

Section 4. Mechanics of Deduction and Transmission Fees: Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the P.B.A. will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the P.B.A.

Section 5. Changes: The P.B.A. will notify the Township in writing of any changes in the list provided for in Section 2 of this Article, and/or the amount of representation fee, and such changes will be reflected in any deductions made more than (10) working days after the Township receives said notice.

Section 6. New Employees: On or about the last day of each month, beginning with the month this Agreement becomes effective, the Township will submit to the P.B.A. a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles and dates of employment for all such employees.

Section 7. The Township Held Harmless: The P.B.A. hereby agrees that it will indemnify and hold the Township harmless from any claims, actions or proceedings brought by an employee in the negotiations unit which arises from deductions made by the Township in accordance with this provision. Once the representation fees in lieu of dues are remitted to the P.B.A. by the Township, disposition thereafter shall be the sole and exclusive obligation and responsibility of the P.B.A.

ARTICLE XXIX

BILL OF RIGHTS

To insure that the individual rights of the employees in the bargaining unit are not violated, the following shall represent the Employee's Bill of Rights:

Section 1. An employee shall be entitled to Union representation at each stage of a disciplinary hearing.

Section 2. No employee shall be required by the Township and/or its agents to submit to an interrogation unless the employee is afforded the opportunity of Union representation.

Section 3. It is agreed that if the employer makes use of his/her own recording device at hearings, meetings, appeals, interviews and investigations, the employee will have the right to make use of his/her own recording device.

Section 4. In all disciplinary hearings the employee shall be presumed innocent until proven guilty and the burden of proof shall be on the Employer.

Section 5. An employee shall not be coerced or intimidated or suffer any reprisals either directly or indirectly that may adversely affect his hours, wages or working conditions as the result of the exercise of his/her rights under this Agreement.

Section 6. When justified, the Director of Public Safety may appoint a Superior Officer to investigate complaints of harassment or discriminatory practices by other Superior Officers.

Section 7. Employees will have the right to refuse and cannot be ordered to use Department Vehicles if any one or more of the following items are unsafe or not working or any other items that have not been mentioned below would cause the vehicle to be unsafe, under the N.J. Division of Motor Vehicle Statutes, as may be determined by Motor Pool Staff or the Shift Watch Commander:

- | | |
|--|------------------|
| 1. Tires | 8. Motor Mounts |
| 2. Brakes | 9. Exhaust Leaks |
| 3. Steering (Front End) | 10. Gas Fumes |
| 4. Radio (Transmitting and Receiving) | |
| 5. Lights (External) to Include Emergency Lights | |
| 6. Climate Control (Heater and Air Conditioning) | |
| 7. Windshield Wipers (During Inclement Weather) | |

Section 8. It is agreed by both parties that no disciplinary action shall be taken against any employee, unless said employee is first given the opportunity of having a hearing on said disciplinary action.

Section 9. It is agreed by both parties that the employer or its representatives will afford the employee a five (5) day notice prior to any investigatory interviews. The employee will have the right to legal counsel or P.B.A. representation during said interview.

Section 10. It is agreed by both parties that the employer or its representatives will advise the employee of the nature or any investigatory interview prior to the start of said interview.

Section 11. It is agreed by both parties that Section 10 and 11 of this Article will pertain to any and all disciplinary actions being brought against any employee.

Section 12. It is agreed by both parties that no general order or operational order within the Township of Jackson can supersede any Article and Section within the P.B.A. contract.

Section 13. It is agreed by both parties that when an employee is found guilty at any disciplinary hearing and said member was represented by the P.B.A., the Township or its representatives will forward within ten (10) working days, a list of any and all evidence presented at said hearing, and to include a full transcript of said hearing to the P.B.A. President and at no cost.

Section 14. It is agreed that the Township shall allow each employee to have a physical every other year until said employee reaches 40 years of age. After said employee reaches 40 years of age, the Township shall allow said employee to have a physical every year.

Said physical is take place with the employees chosen Physician, and the Township shall reimburse said employee for any costs borne by the employee, which are not covered by the employees health insurance. Said reimbursement is to be made within 30 days of the submission of the bill to the Township.

Section 15. It is agreed by both parties that no P.B.A. member can be ordered by a Superior Officer to bring charges or charge another P.B.A. member, if said P.B.A. member did not witness or see any violation or infraction of the Rules and Regulations of the Jackson Police Department or the Jackson Township Code.

Section 16. It is agreed that when an internal investigation is conducted on an employee and said employee is NOT charged, the employee shall upon request be allowed to review and take notes of said investigation, along with any other reports that were made during said investigation.

Further, it is agreed that said reports will NOT contain any deletions, omissions on said reports. Upon request, the employee will be allowed to review these reports within ten (10) working days of said request.

ARTICLE XXX

OUTSIDE EMPLOYMENT

An employee may accept and be employed in an occupation off-duty, which is not in violation of Federal, State or County Law, or present Rules and Regulations. Permission slips shall NOT be required from the employer as a condition for securing or maintaining outside employment while not representing the Jackson Township Police Department. However, the employee working in an outside employment situation shall furnish a telephone number where he/she can be reached in case of an emergency. In addition, he/she will furnish the employer's name and address and the hours of proposed employment.

ARTICLE XXXI

CHILDREN OF EMPLOYEE

The children of an employee, who dies in the line of duty, shall be given a scholarship to the college of their choice at the Township's expense. Said expense/reimbursement shall not exceed \$5,000.00 dollars per year.

ARTICLE XXXII

DURATION

Section 1. This Agreement shall be in effect for four (4) years from January 1, 1995 thru December 31, 1998, which benefits shall commence upon January 1, 1995. At the termination of this Agreement, it is specifically understood and agreed by and between the parties hereto that any subsequent Agreement between the parties for 1999 and thereafter, shall be effective for a period of one (1) year, unless otherwise agreed at the time of negotiations.

Section 2. It is agreed by the parties hereto, that negotiations shall begin not later than ninety (90) calendar days prior to the expiration of this Agreement.

ARTICLE XXXIII

COMPLETENESS OF AGREEMENT

IN WITNESS THEREOF, the parties hereto set their hands and seals

this 21 day of NOV., 19 94.

Township of Jackson:

Jackson Township PBA 168

BY: Kenneth J. Bressi
Kenneth Bressi, Mayor

BY: Kenneth Christ
Kenneth Christ, President

ATTEST:


David T. Miller Sr.
Township Clerk

Charles L. [Signature]
Witness

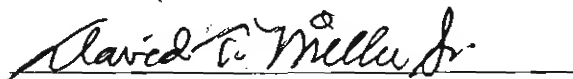
MEMORANDUM OF UNDERSTANDING

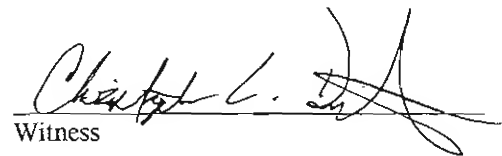
IN REFERENCE TO P.B.A. CONTRACT FOR THE PERIOD OF 1995, 1996, 1997, AND 1998

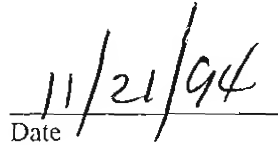
It is mutually agreed that contract negotiation and discussions will be re-opened at the request of the Township, specifically and only in reference to Article VIII, Section 5(b), relative to "Stand-By" compensation, during calendar year 1995.


William Santos, Jackson Township Mun. Administrator


Kenneth Christ, President P.B.A. Local 168


Jackson Township Clerk


Witness


Date